

EPA -Minority Worker Training Program

Concurrent Session:
Program Officials Meeting
by Sharon D. Beard
April 19, 1999
Estes Park, Colorado

MWTP Topics for Discussion

- **From Recruitment to Placement, A Psycho-Social Approach**
- **The Role of Alumni in the Ongoing Program**
- **Merging Environmental Justice Principles and Employment Realities**
- **Importance of Feedback From Good Evaluation Methodology**
- **After 5 Years of MWTP, What Next?**



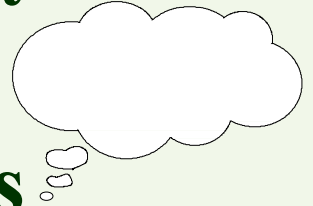
MWTP Topics for Discussion

- **How to better track Superfund site work and market our programs**
- **to the contractors and/or environmental firms?**
- **The Role of the Community and its Organizations on and in the MWTP**
- **The need to develop and implement a data case-management participant tracking system.**



MWTP Topics for Discussion

- **Evaluations of Programs: How do you incorporate lessons learned to improve your program?**
- **Where are you now in meeting the goals and objectives or your original application?**
- **Expanding on Lessons Learned is always a good one as it promotes new ideas**
- **How are programs incorporating other sources of funding into their existing programs.**



TOPICS FOR TODAY

- **Evaluations of Programs: How do you incorporate lessons learned to improve your program?**
- **Merging Environmental Justice Principles and Employment Tracking and Realities**
- **Where are you now in meeting the goals and objectives of your original application AND What's next?**



Evaluations: Utilizing Lessons Learned

- Overall Trends in Program....
 - Must have a strong and rigorous recruitment strategy as well as incentives and disincentives
 - Recruit only students who are capable of completing the training
 - Provide incentives for completing segments of the training
 - Disallow incentives such as stipend if students do not complete a phrase of training
 - Have CBO's involved from being performing recruitment aspects and mentoring throughout the program
 - Group dynamics are important to improve the retention rate of participants



Evaluations: Utilizing Lessons Learned

- **Overall Trends in Program....**
 - **Measures of Success**
 - **Partnerships are Essential**
 - **Transportation and Other Support Services are Imperative**
 - **Community Involvement and Acceptance of Program**



Environmental Justice Concerns

- **Overall Trends in Program**
 - **Environmental Education as a Basic Component**
 - **Incorporation of Environmental Justice Principles into Training**
 - **Addressing Work Trends and Empowerment of Workers to include Workers Rights**

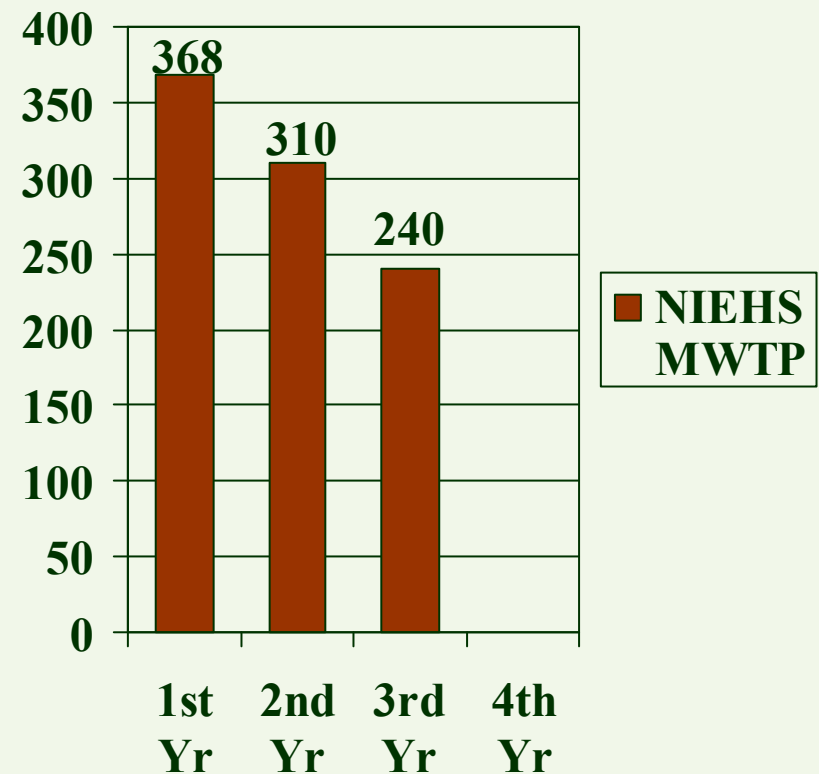


Employment: Tracking and Realities

- **Overall Trends in Program...**
 - **Rigorous Tracking and Case Management System Needed**
 - **Use of Graduates of the Program, i.e. Employment Linkage and Mentoring**
 - **Upfront Communication and Hiring Commitments from Local Labor Halls, Contractors, and other Possible Employers**

Where are we today?

- **Six Programs**
- **Targeting 17 locations**
- **Trained 918 students**
- **Placement Rate of 65%**
- **Strong Training Alliances, such as Labor, CBO's, Environmental Justice Groups, Local and State Agencies and Governments.**





Where are we today?

- **Creation of Sustainable Communities**
 - **Brownfields**
 - **Superfund Jobs Training Initiative**
 - **Empowerment Zone Involvement**
 - **Other Job Training Program Collaboration**

MWTP Resources

- <http://www.niehs.nih.gov/wetp/home.htm>
 - NIEHS Worker Training Homepage
- <http://www.niehs.nih.gov/wetp/mwtp.htm>
 - NIEHS Minority Worker Training Page
- <http://204.177.120.20/index.htm>
 - NIEHS National Clearinghouse for Worker Safety and Health Training
- <http://www.niehs.nih.gov/wetp/bfield.htm>
 - NIEHS Brownfields Minority Worker Training Page

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